

ARTICLE 24- REHABILITATION

- A. When appropriate, the University will provide special assistance to employees covered by this Agreement who become disabled when such disability substantially limits their work activities. This assistance shall include information about vocational rehabilitation services and reasonable accommodation.

- B. After receipt of medical documentation from the employee, the University will determine what assistance, if any, will be offered to the employee. Such documentation provided by the employee shall be subject to confirmation by a University-appointed physician. The University shall pay the cost of a University-appointed physician.

- C. A non-probationary career employee who becomes disabled and who has received vocational rehabilitation services may be selected for a position without the requirement that the position be publicized when approved by the University.

- D. When recommended by a vocational rehabilitation counselor and approved by the appropriate University official, a non-probationary career employee with a disability may be offered temporary trial employment to evaluate the employee's interests and abilities. The length of this trial employment which shall not exceed one (1) year, shall be determined by the counselor in consultation with the employing department head. Positions used for trial employment shall be designated as casual.